



## **NATIONAL COALITION *for* HOMELESS VETERANS**

### *“Job Coaching and Success in Gaining and Sustaining Employment Among Homeless People”*

Hoven, Hanno, Rebecca Ford, Anne Willmot, Stephanie Hagan, and Johannes Siegrist / [Full Report](#)

#### Quick Takeaways:

- Unemployed people who received job coaching through an employer-led program in the United Kingdom had higher rates of finding and keeping employment than those who did not receive coaching.
- People receiving job coaching had a rate of employment 3.7 times higher than those who did not receive job coaching.

#### Study:

Researchers in the United Kingdom sought to understand whether the job coaching provided through the “Ready for Work” program was effective in helping unemployed and homeless individuals in finding and maintaining employment. The “Ready for Work” program is an employer-led program in the United Kingdom which provides training and support for homeless and unemployed individuals. Those in the program were assessed for work readiness during intake, given training, placed in a two-week unpaid work placement, and then provided with post-placement support. This support included additional training and access to job coaches. These job coaches were typically employees of participating companies who volunteer and are trained.

Job coaching was voluntary, and typically started weekly before becoming biweekly. The content of the one-hour coaching meetings depended on the client and the coach.

#### Findings:

Researchers analyzed employment and coaching data for 2,480 clients for whom complete data existed. Because the job coaching provided through the program could vary so much between clients, researchers relied on their large sample size to derive meaningful analysis. They looked at the differences in employment status and length of employment between those who received coaching and those who did not. They also broke down this analysis along demographic lines.

Researchers found that those who received job coaching were more likely to become employed than those who did not receive job coaching. The people who received job coaching and were employed were employed longer than those who did not receive job coaching.

#### Conclusion:

Further research into the type of coaching, and the amount of post-placement support provided would be useful in understanding how job coaching can be used in the future and what techniques are more helpful in improving employment outcomes.